

CC55/Misc-15

## CIA CAREER COUNCIL

## 15th Meeting

17 November 1955

## MISCELLANEOUS SUPPORTING PAPERS AND DOCUMENTS

DOCUMENT OR PAPER TAB 1  
Distribution List for CIA Career Council Agenda

D/Pers Memo, subj: "Addition to the New Fitness Report," 26 Oct 55, to Members of CIA Career Council requesting comments or concurrences of attached additions. Members signed concurrences and comments on Att 1. Separate non-concurring statements by DTR, 3 Nov 55, and C/PED, OP, 17 Nov 55. 2

Published Reg [redacted] "The CIA Career Council and Career Services," 25 June 55, inserted here for reference to Item 4 of Agenda and Tab 4 below. 3

DD/S Memo, subj: "Proposed Change to [redacted] The CIA Career Council and Career Services," to Chairman, Council, dtd 9 Nov 55 including drafts of proposed changes with request for early Council approval. 4

Memo to DD/Pers/PD, 16 Nov 55, subj: "Proposed Amendment, para 4d, Assignment of Service Designations" (Proposed Amend. attached), fm C/PED, OP, containing his comments on proposal. 5

Memo for R'cd, subj: "Defense College Selection Panel," 3 Nov 55, by DD/Pers/PD, listing membership of new Panel w/attached ref. (N [redacted] "Training," 24 Oct 55). 6

Memo fm Chief, Logistics, w/Chairman, LO Brd concurrence, subj: "Application for Membership in the Career Staff of the Central Intelligence Agency" to Chairman, Career Council, 7 Nov 55, proposing change in policy for admission to Career Staff. 7

Ref to Item 5 of Minutes: Memo to Chairman, Career Council, subj: "Creation of an Office of Basic Intelligence Career Board within the Intelligence Production Career Service," 21 Oct 55, fm DD/I for new IB Service Designation and separate IB Career Services Brd for newly established Office of Basic Intelligence, requesting Council approval. 8

PROSECUTOR NO.	
DOCKET OR CASE NO.	<input type="checkbox"/>
X	SEARCHED
SEARCHED FOR TS & S	
SEARCHED INDEXED	
SEARCHED 1968-1972	
SEARCHED 1973-1981	
SEARCHED 1982-1988	
SEARCHED 1989-1995	
SEARCHED 1996-1998	
SEARCHED 1999-2001	
SEARCHED 2002-2004	
SEARCHED 2005-2007	
SEARCHED 2008-2010	
SEARCHED 2011-2013	
SEARCHED 2014-2016	
SEARCHED 2017-2019	
SEARCHED 2020-2022	
SEARCHED 2023-2025	
SEARCHED 2026-2028	
SEARCHED 2029-2031	
SEARCHED 2032-2034	
SEARCHED 2035-2037	
SEARCHED 2038-2040	
SEARCHED 2041-2043	
SEARCHED 2044-2046	
SEARCHED 2047-2049	
SEARCHED 2050-2052	
SEARCHED 2053-2055	
SEARCHED 2056-2058	
SEARCHED 2059-2061	
SEARCHED 2062-2064	
SEARCHED 2065-2067	
SEARCHED 2068-2070	
SEARCHED 2071-2073	
SEARCHED 2074-2076	
SEARCHED 2077-2079	
SEARCHED 2080-2082	
SEARCHED 2083-2085	
SEARCHED 2086-2088	
SEARCHED 2089-2091	
SEARCHED 2092-2094	
SEARCHED 2095-2097	
SEARCHED 2098-20100	
SEARCHED 20101-20103	
SEARCHED 20104-20106	
SEARCHED 20107-20109	
SEARCHED 20110-20112	
SEARCHED 20113-20115	
SEARCHED 20116-20118	
SEARCHED 20119-20121	
SEARCHED 20122-20124	
SEARCHED 20125-20127	
SEARCHED 20128-20130	
SEARCHED 20131-20133	
SEARCHED 20134-20136	
SEARCHED 20137-20139	
SEARCHED 20140-20142	
SEARCHED 20143-20145	
SEARCHED 20146-20148	
SEARCHED 20149-20151	
SEARCHED 20152-20154	
SEARCHED 20155-20157	
SEARCHED 20158-20160	
SEARCHED 20161-20163	
SEARCHED 20164-20166	
SEARCHED 20167-20169	
SEARCHED 20170-20172	
SEARCHED 20173-20175	
SEARCHED 20176-20178	
SEARCHED 20179-20181	
SEARCHED 20182-20184	
SEARCHED 20185-20187	
SEARCHED 20188-20190	
SEARCHED 20191-20193	
SEARCHED 20194-20196	
SEARCHED 20197-20199	
SEARCHED 20200-20202	
SEARCHED 20203-20205	
SEARCHED 20206-20208	
SEARCHED 20209-20211	
SEARCHED 20212-20214	
SEARCHED 20215-20217	
SEARCHED 20218-20220	
SEARCHED 20221-20223	
SEARCHED 20224-20226	
SEARCHED 20227-20229	
SEARCHED 20230-20232	
SEARCHED 20233-20235	
SEARCHED 20236-20238	
SEARCHED 20239-20241	
SEARCHED 20242-20244	
SEARCHED 20245-20247	
SEARCHED 20248-20250	
SEARCHED 20251-20253	
SEARCHED 20254-20256	
SEARCHED 20257-20259	
SEARCHED 20260-20262	
SEARCHED 20263-20265	
SEARCHED 20266-20268	
SEARCHED 20269-20271	
SEARCHED 20272-20274	
SEARCHED 20275-20277	
SEARCHED 20278-20280	
SEARCHED 20281-20283	
SEARCHED 20284-20286	
SEARCHED 20287-20289	
SEARCHED 20290-20292	
SEARCHED 20293-20295	
SEARCHED 20296-20298	
SEARCHED 20299-20301	
SEARCHED 20302-20304	
SEARCHED 20305-20307	
SEARCHED 20308-20310	
SEARCHED 20311-20313	
SEARCHED 20314-20316	
SEARCHED 20317-20319	
SEARCHED 20320-20322	
SEARCHED 20323-20325	
SEARCHED 20326-20328	
SEARCHED 20329-20331	
SEARCHED 20332-20334	
SEARCHED 20335-20337	
SEARCHED 20338-20340	
SEARCHED 20341-20343	
SEARCHED 20344-20346	
SEARCHED 20347-20349	
SEARCHED 20350-20352	
SEARCHED 20353-20355	
SEARCHED 20356-20358	
SEARCHED 20359-20361	
SEARCHED 20362-20364	
SEARCHED 20365-20367	
SEARCHED 20368-20370	
SEARCHED 20371-20373	
SEARCHED 20374-20376	
SEARCHED 20377-20379	
SEARCHED 20380-20382	
SEARCHED 20383-20385	
SEARCHED 20386-20388	
SEARCHED 20389-20391	
SEARCHED 20392-20394	
SEARCHED 20395-20397	
SEARCHED 20398-20400	
SEARCHED 20401-20403	
SEARCHED 20404-20406	
SEARCHED 20407-20409	
SEARCHED 20410-20412	
SEARCHED 20413-20415	
SEARCHED 20416-20418	
SEARCHED 20419-20421	
SEARCHED 20422-20424	
SEARCHED 20425-20427	
SEARCHED 20428-20430	
SEARCHED 20431-20433	
SEARCHED 20434-20436	
SEARCHED 20437-20439	
SEARCHED 20440-20442	
SEARCHED 20443-20445	
SEARCHED 20446-20448	
SEARCHED 20449-20451	
SEARCHED 20452-20454	
SEARCHED 20455-20457	
SEARCHED 20458-20460	
SEARCHED 20461-20463	
SEARCHED 20464-20466	
SEARCHED 20467-20469	
SEARCHED 20470-20472	
SEARCHED 20473-20475	
SEARCHED 20476-20478	
SEARCHED 20479-20481	
SEARCHED 20482-20484	
SEARCHED 20485-20487	
SEARCHED 20488-20490	
SEARCHED 20491-20493	
SEARCHED 20494-20496	
SEARCHED 20497-20499	
SEARCHED 20500-20502	
SEARCHED 20503-20505	
SEARCHED 20506-20508	
SEARCHED 20509-20511	
SEARCHED 20512-20514	
SEARCHED 20515-20517	
SEARCHED 20518-20520	
SEARCHED 20521-20523	
SEARCHED 20524-20526	
SEARCHED 20527-20529	
SEARCHED 20530-20532	
SEARCHED 20533-20535	
SEARCHED 20536-20538	
SEARCHED 20539-20541	
SEARCHED 20542-20544	
SEARCHED 20545-20547	
SEARCHED 20548-20550	
SEARCHED 20551-20553	
SEARCHED 20554-20556	
SEARCHED 20557-20559	
SEARCHED 20560-20562	
SEARCHED 20563-20565	
SEARCHED 20566-20568	
SEARCHED 20569-20571	
SEARCHED 20572-20574	
SEARCHED 20575-20577	
SEARCHED 20578-20580	
SEARCHED 20581-20583	
SEARCHED 20584-20586	
SEARCHED 20587-20589	
SEARCHED 20590-20592	
SEARCHED 20593-20595	
SEARCHED 20596-20598	
SEARCHED 20599-20601	
SEARCHED 20602-20604	
SEARCHED 20605-20607	
SEARCHED 20608-20610	
SEARCHED 20611-20613	
SEARCHED 20614-20616	
SEARCHED 20617-20619	
SEARCHED 20620-20622	
SEARCHED 20623-20625	
SEARCHED 20626-20628	
SEARCHED 20629-20631	
SEARCHED 20632-20634	
SEARCHED 20635-20637	
SEARCHED 20638-20640	
SEARCHED 20641-20643	
SEARCHED 20644-20646	
SEARCHED 20647-20649	
SEARCHED 20650-20652	
SEARCHED 20653-20655	
SEARCHED 20656-20658	
SEARCHED 20659-20661	
SEARCHED 20662-20664	
SEARCHED 20665-20667	
SEARCHED 20668-20670	
SEARCHED 20671-20673	
SEARCHED 20674-20676	
SEARCHED 20677-20679	
SEARCHED 20680-20682	
SEARCHED 20683-20685	
SEARCHED 20686-20688	
SEARCHED 20689-20691	
SEARCHED 20692-20694	
SEARCHED 20695-20697	
SEARCHED 20698-20700	
SEARCHED 20701-20703	
SEARCHED 20704-20706	
SEARCHED 20707-20709	
SEARCHED 20710-20712	
SEARCHED 20713-20715	
SEARCHED 20716-20718	
SEARCHED 20719-20721	
SEARCHED 20722-20724	
SEARCHED 20725-20727	
SEARCHED 20728-20730	
SEARCHED 20731-20733	
SEARCHED 20734-20736	
SEARCHED 20737-20739	
SEARCHED 20740-20742	
SEARCHED 20743-20745	
SEARCHED 20746-20748	
SEARCHED 20749-20751	
SEARCHED 20752-20754	
SEARCHED 20755-20757	
SEARCHED 20758-20760	
SEARCHED 20761-20763	
SEARCHED 20764-20766	
SEARCHED 20767-20769	
SEARCHED 20770-20772	
SEARCHED 20773-20775	
SEARCHED 20776-20778	
SEARCHED 20779-20781	
SEARCHED 20782-20784	
SEARCHED 20785-20787	
SEARCHED 20788-20790	
SEARCHED 20791-20793	
SEARCHED 20794-20796	
SEARCHED 20797-20799	
SEARCHED 20800-20802	
SEARCHED 20803-20805	
SEARCHED 20806-20808	
SEARCHED 20809-20811	
SEARCHED 20812-20814	
SEARCHED 20815-20817	
SEARCHED 20818-20820	
SEARCHED 20821-20823	
SEARCHED 20824-20826	
SEARCHED 20827-20829	
SEARCHED 20830-20832	
SEARCHED 20833-20835	
SEARCHED 20836-20838	
SEARCHED 20839-20841	
SEARCHED 20842-20844	
SEARCHED 20845-20847	
SEARCHED 20848-20850	
SEARCHED 20851-20853	
SEARCHED 20854-20856	
SEARCHED 20857-20859	
SEARCHED 20860-20862	
SEARCHED 20863-20865	
SEARCHED 20866-20868	
SEARCHED 20869-20871	
SEARCHED 20872-20874	
SEARCHED 20875-20877	
SEARCHED 20878-20880	
SEARCHED 20881-20883	
SEARCHED 20884-20886	
SEARCHED 20887-20889	
SEARCHED 20890-20892	
SEARCHED 20893-20895	
SEARCHED 20896-20898	
SEARCHED 20899-20901	
SEARCHED 20902-20904	
SEARCHED 20905-20907	
SEARCHED 20908-20910	
SEARCHED 20911-20913	
SEARCHED 20914-20916	
SEARCHED 20917-20919	
SEARCHED 20920-20922	
SEARCHED 20923-20925	
SEARCHED 20926-20928	
SEARCHED 20929-20931	
SEARCHED 20932-20934	
SEARCHED 20935-20937	
SEARCHED 20938-20940	
SEARCHED 20941-20943	
SEARCHED 20944-20946	
SEARCHED 20947-20949	
SEARCHED 20950-20952	
SEARCHED 20953-20955	
SEARCHED 20956-20958	
SEARCHED 20959-20961	
SEARCHED 20962-20964	
SEARCHED 20965-20967	
SEARCHED 20968-20970	
SEARCHED 20971-20973	
SEARCHED 20974-20976	
SEARCHED 20977-20979	
SEARCHED 20980-20982	
SEARCHED 20983-20985	
SEARCHED 20986-20988	
SEARCHED 20989-20991	
SEARCHED 20992-20994	
SEARCHED 20995-20997	
SEARCHED 20998-201000	

MASTER COPY

cc55 1-15  
B

25X1

AGENDA  
FOR THE  
CIA CAREER COUNCIL.

15th Meeting, Thursday, 17 November 1955, at 4:00 p.m.  
DCI Conference Room, Administration Building

- ✓ 1. Minutes of the 14th Meeting; (to be distributed prior to the meeting) for approval. *approv*
- ✓ 2. Unfinished Business; (continuation of the discussion of promotion and manpower (T/O) problems begun at the 14th Meeting.) (No Tab)
- ✓ 3. Proposed addition to the new Fitness Report; (attached) for consideration.
- ✓ 4. Proposed changes to Regulation [redacted] "The CIA Career Council and the Career Services"; (attached) for approval.
5. Selection of candidates for the Advanced Management Course, Harvard University Graduate School of Business Administration and for the Armed Forces Staff College, Norfolk; recommended by the Defense Colleges Selection Panel for approval of the Director of Central Intelligence; (to be distributed prior to the meeting) for selection and recommendation.
6. Proposed change of policy for admission into the Career Staff from Head of Logistics Career Service, dated 7 November 1955; (attached) for consideration. See also Notice [redacted] dated 15 October 1954, (attached) for reference. *(Removed from agenda)*
7. New Business.

25X1

25X1

~~SECRET~~

25X1

STAT

Approved For Release 2003/01/27 : CIA-RDP80-01826R000700090009-1

Approved For Release 2003/01/27 : CIA-RDP80-01826R000700090009-1

~~S-E-C-R-E-T~~

~~CONFIDENTIAL~~

MINUTES

OF THE

CIA CAREER COUNCIL

14th Meeting, Thursday, 10 November 1955, 4:00 p.m.  
DCI Conference Room, Administration Building

Present: Harrison G. Reynolds, D/Pers, Chairman  
Richard Helms, COP/DD/P, Alt. for DD/P, Member  
Lyman B. Kirkpatrick, IG, Member  
[redacted], D/CO, Member  
[redacted], D/TR, Alt. for D/TR, Member  
SA/DD/I, Alt. for DD/I, Member  
Lawrence K. White, DD/S, Member  
Executive Secretary  
Reporter

DOCUMENT NO.  
NO CHANGE IN CLASS.   
 DECLASSIFIED  
CLASS. CHANGED TO: TS S C  
NEXT REVIEW DATE: 20/11  
AUTH. NR. 10-2  
DATE: 19/06/81 REVIEWER: [redacted]

25X1

Guests

[redacted]  
Office of Personnel  
Acting Comptroller  
AD/OCR  
SSA/Pers  
/Mgt/S  
Management Staff  
DD/Pers

25X1A9A

1. The minutes of the 13th Meeting of the CIA Career Council were approved as distributed.

2. The Staff Study "Revised Personnel Promotion and Assignment Policies" (item 2 on the Agenda) was introduced by Colonel White who emphasized the following:

a. The proposed system was permissive and voluntary, not mandatory;

b. it would rescind and replace the so-called "black duck" 1% system;

c. the key to its effectiveness was contained in the phrase "promotion of those who are best qualified";

~~S-E-C-R-E-T~~

~~CONFIDENTIAL~~

~~S-2-C-R-E-T~~  
**CONFIDENTIAL**

d. it would enable the Head of a Career Service to advance those whose outstanding merit warranted promotion, without distorting the job classification system; and,

e. it provided the flexibility needed especially by those Career Services whose personnel were involved in fixed tours of duty at overseas locations.

There was general discussion, largely centered around the fact that the distribution of grades by Career Services rather than by Operating Components was the controlling factor. The Assumption in the Staff Study was reworded in order to eliminate the anomalous situation in which CIA reiterates its adherence to the Classification Act pay scales and on the other hand advances its many differences from other Government agencies. The new wording reads as follows: "That the Agency will continue to use existing pay grades and pay scales, but may make modifications insofar as is necessary to increase effectiveness of personnel management in meeting operational requirements." With that amendment, the Staff Study was approved for submission to the Director for his approval.

25X1

3. The Draft Regulation [redacted] "Tables of Organization", (item 3 on the Agenda) was presented by [redacted]. It was recognized that the regulation was presented in order to illustrate the principles involved, not to convey a system of fully worked-out procedures. The essential purpose of the proposal was to reflect more accurately than heretofore, where people were assigned and located and whether they were actually contributing directly to the discharge of the Agency's mission or preparing to do so, i.e., in transit, in training, etc. The Career Services would be responsible for the Development Complements of the T/O and the Operating Components for the Staffing Complements of the T/O, both of which would come within the established personnel ceiling. There was considerable discussion of the extent to which this proposed system would increase the workload of preparing personnel actions throughout the Agency as well as within the Office of Personnel. Thought was given to simplifying procedures and utilizing machine methods to a greater extent than heretofore. It was agreed that this system of T/O reporting would provide senior management echelons throughout the Agency with much more realistic data than existed at present. It was suggested that a pilot operation be conducted in one component of the Agency in order to determine the dollar cost of implementing the system. The Council approved the proposal in principle and referred it back to the Management Staff and the Office of Personnel for reworking and for the development of specific procedures and workload studies.

25X1A9A

4. The Council approved the definition of Staff Ceiling which had been distributed in the form of a proposed Notice [redacted] subsequent to the preparation of the Agenda.

25X1

~~S-2-C-R-E-T~~**CONFIDENTIAL**

**CONFIDENTIAL**

S-E-C-R-E-T

5. The Agenda for the next meeting of the Council, to be held on Thursday, 17 November 1955, was distributed. The meeting adjourned at 4:50 p.m.



25X1A9A

Executive Secretary  
CIA Career Council

S-E-C-R-E-T

**CONFIDENTIAL**

STAT

Approved For Release 2003/01/27 : CIA-RDP80-01826R000700090009-1

Approved For Release 2003/01/27 : CIA-RDP80-01826R000700090009-1

9 November 1955

Proposed Addition to the New Fitness Report

BRIEF

1. On 26 October 1955, a vote-sheet was circulated to the members of the CIA Career Council concerning a proposed addition to the new Fitness Report. Excerpts from the transmittal memo from the Chairman of the Council follow:

a. "In a recent conversation with the Chief, Management Staff, the Director asked if the supervisor could consider whether the job which an individual had been doing was necessary in the furtherance of the Agency's mission at the same time that the supervisor evaluates the performance and potential of that individual on the Fitness Report. The Director asked if the new Fitness Report could be modified to accommodate this question."

b. "There is no doubt but that the Fitness Report has been designed as an evaluation of the person rather than the job. Whether a supervisor should be expected to state that a job in his unit is "less than necessary" should be faced realistically. . . . the Council [might] consider whether the continuing surveys being made by the Management Staff and the Position Evaluation Division of the Office of Personnel could be strengthened to achieve that which the Director wishes to accomplish. Finally, the Council might consider whether it is appropriate to require a supervisor to commit himself on the need for a particular job in his unit without consultation with his chain of command or with technical management and support personnel."

c. "In view of the Director's question, printing of the revised Fitness Report has been held up until this matter can be decided. The Council may wish to meet and discuss this in the near future or action can be taken immediately."

2. Three members of the Council requested discussion at a Council meeting (see copy of attached vote-sheet). The Director of Training gave his reasons for non-concurrence (see attached, dated 3 November 1955).

3. The proposed addition is shown on the last page of Tab 3.

Attachments:

1. Vote-sheet
2. DTR's non-concurrence

DOCUMENT NO. \_\_\_\_\_  
NO CHANGES IN CLASS.   
 DECLASSIFIED  
CLASS. CHANGED TO: TS S C  
NEXT REVIEW DATE: \_\_\_\_\_  
AUTH: MG 70-3  
DATE: 19/01/81 REVIEWER: \_\_\_\_\_

25X1

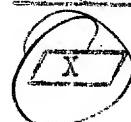
SUBJECT: Addition to the New Fitness Report

CONCURRENCES:

Concur in  
Change      Request discussion  
by Career Council

/s/ Harrison G. Reynolds  
Director of Personnel

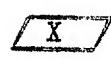
26 Oct 55  
Date



/s/ Matthew Baird  
Director of Training

1 Nov 55  
Date

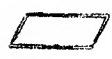
Non Concur



25X1A9A

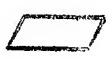
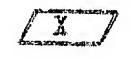
/s/ [redacted]  
Director of Communications

27 Oct 55  
Date



/s/ Richard Helms  
A/Deputy Director (Plans)

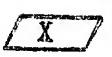
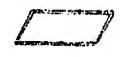
27 Oct 55  
Date



Non Concur

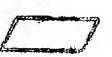
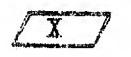
/s/ R. Amory, Jr.  
Deputy Director (Intelligence)

28 Oct 55  
Date



/s/ L. K. White  
Deputy Director (Support)

29 Oct 55  
Date



/s/ Lyman Kirkpatrick  
Inspector General

28 Oct 55  
Date



~~SECRET~~

~~S E C R E T~~

3 November 1955

MEMORANDUM FOR: Chairman, CIA Career Council  
FROM : Director of Training  
SUBJECT : Addition to the New Fitness Report

1. I do not concur in the proposed change as indicated in the attached document.
2. The Fitness Report pertains totally and exclusively to the performance of the individual on the job to which he is assigned. It, at the time he is completing the Fitness Report, the supervisor's thinking is contaminated with considerations pertaining to the need for the job, both aspects will suffer. Past experience with fitness reporting has indicated that objectivity and fairness of reporting are difficult even under the most ideal circumstances. To introduce deliberately a consideration of this sort would probably give inaccurate information on the need for current jobs and tend also to obscure the individual's actual performance record. If the job were marginal, supervisors might be induced to protect the man by inflating his performance. On the other hand, if the performance were marginal, the supervisor might be more induced to declare the job unnecessary. The interaction of these factors is obviously complex and subject to many unknown hazards.
3. If it is desirable to determine the need for certain current jobs, it would seem that other, more appropriate, methods could be devised.

/s/

MATTHEW BAIRD

Enclosure  
Concurrence Sheet

~~S E C R E T~~

DOCUMENT NO. [ ]  
NO. CHARGE OR CLASS. [ ]  
X DECLASSIFICATION BY [ ] TO S. S.  
X DATE REQUESTED [ ] BY [ ]  
X DATE APPROVED [ ] BY [ ]  
19/06/81 APPROVAL [ ]

25X1

~~S. S. C-R-E-C-T~~

PROPOSED ADDITION

to the

FITNESS REPORT (PART I) PERFORMANCE

SECTION E.

NEED FOR CURRENT JOB IN ORGANIZATION

Has the need for the job which this employee has been performing changed during the period under review?

Need has lessened

Need remains  
the same

Need has  
increased

~~S. S. C-R-E-C-T~~

STAT

Approved For Release 2003/01/27 : CIA-RDP80-01826R000700090009-1

Approved For Release 2003/01/27 : CIA-RDP80-01826R000700090009-1

~~SECRET~~

9 November 1955

Proposed Changes to

25X1

"The CIA Career Council and the Career Services"

1. It is proposed that there be established a Basic Intelligence Career Board and Service Designation within the Intelligence Production Career Service, similar to those of the other four Intelligence Production Offices. (See memo from the DD/I, dated 21 October 1955, attached).

2. It is proposed that there be established a Support Career Board and Service Designation with the Deputy Director (Support) at its head. Responsibility for the Administration Career Service would remain with the Deputy Director (Support). (See memo from the DD/S, dated 9 November 1955, attached).

3. It is proposed to provide for identification of positions on Tables of Organization by Service Designations. This procedure is designed to provide Heads of Operating Components and Heads of Career Services, Boards or Panels with information necessary to the effective discharge of their respective administrative obligations. (See text attached).

Draft Changes to  
 attached

~~SECRET~~

RECORDED NO.   
NO ENCLUSES OR CLASS.   
X DECLASSIFIED   
CLASS. CHANGED TO S C   
NEXT REVIEW DATE   
AUTH. NO. 10-2   
DATE 19/06/81 REVIEWED

25X1

~~SECRET~~  
~~CONFIDENTIAL~~

ER 7-5471

21 October 1955

MEMORANDUM FOR: CIA Career Council

SUBJECT: Creation of an Office of Basic Intelligence  
Career Board within the Intelligence Production  
Career Service

25X9A2  
1. Recently the Office of Basic Intelligence with a personnel ceiling of [ ] was created as an independent office within the DDI area. It is my desire that that office have its own Career Service Board and Service Designation within the IP Career Service similar to the other Intelligence Production Offices, ORR, OSI, OCI and ONE.

25X1  
2. It is requested that the Career Council approve the creation of such a Board with the designation IB and direct the amending of Regulation [ ] 25 June 1955, to so indicate.

/s/

ROBERT AMORY, JR.  
Deputy Director/Intelligence

25X1  
DOCUMENT NO. [ ]  
REF. CHANGED IN CLASS. [ ]  
CLASS CHANGED TO TS S (6)  
LAST REVIEW DATE: 10/11/01  
AUTH. BY: AR 132  
DATE: 19/06/01  
REVIEWER: [ ]

~~SECRET~~

~~CONFIDENTIAL~~

S-EC-P-1

9 November 1955

MEMORANDUM FOR: Chairman, CIA Career Council

SURJECT : Proposed Change to [ ] The  
CIA Career Council and the Career Services

25X1

*Board*

1. It is proposed to amend subject regulations to authorize the establishment of a Support Career Service with the Deputy Director (Support) at its head. Responsibility for the Administration Career Service will, at the same time, remain with the Deputy Director (Support).

2. Drafts of proposed changes to the regulations, required to effect these ends, are attached. It is requested that they be approved at an early meeting of the CIA Career Council.

/s/

L. K. WHITE  
Deputy Director  
(Support)

Enclosures:

1. Change to [ ]
2. Change to [ ]

25X1A9A MGT/S:RCS [ ] :mgn: [ ]

DOCUMENT NO. \_\_\_\_\_  
NO CHANGE IN CLASS.   
 DECLASSIFIED  
CLASS. CHANGED TO: TS S C  
NEXT REVIEW DATE: / /  
AUTH: HR 70-2  
DATE: 19/06/81 REVIEWER: [ ]

25X1

~~SECRET~~

25X1

PROPOSED REVISION OF ATTACHMENT A, [REDACTED] THE CIA CAREER COUNCIL AND THE CAREER SERVICES

CAREER SERVICES AND SERVICE DESIGNATIONS

<u>Career Service</u>	<u>Heads of Career Service</u>	<u>Service</u>	<u>Designations Board or Panel</u>
INTELLIGENCE PRODUCTION	* * * *	I	B
Add: Basic Intelligence			
SUPPORT	Add: Deputy Director (Support)	S	-
Same: Administration	Deputy Director (Support)	S	A
	* * * *		

NOTE: Similar Changes proposed for Attachment A, of the [REDACTED]

25X1

~~SECRET~~

~~S E C R E T~~

25X1 PROPOSED CHANGE TO [REDACTED] "THE CIA CAREER COUNCIL AND THE CAREER SERVICES."

\*\*\* \*\*\* \*\*\*

4. ADMINISTRATION

\*\*\* \*\*\* \*\*\*

d. ASSIGNMENT OF SERVICE DESIGNATIONS

(1) Employees

/Insert subtitle, immediately above the current text, to head the paragraph/

Add: (2) Positions

The Director of Personnel will provide staff assistance to the Deputy Directors, and to the Heads of Career Services, Boards and Panels under their jurisdiction, who will designate each position on their respective Tables of Organization according to the function and organizational relationship of the position to a Service, Board or Panel. The Director of Personnel will record on Tables of Organization the designations assigned to positions. The designation assigned to a position will not prohibit its occupancy by a qualified employee having a different Service Designation.

\*\*\* \*\*\* \*\*\*

~~S E C R E T~~

STAT

Approved For Release 2003/01/27 : CIA-RDP80-01826R000700090009-1

Approved For Release 2003/01/27 : CIA-RDP80-01826R000700090009-1

C-O-N-F-I-D-E-N-T-I-A-L

15 November 1955

TO : Executive Secretary, CIA Career Council  
FROM : Chairman, Defense Colleges Selection Panel  
SUBJECT: Recommendations of the Defense Colleges Selection Panel

1. At its meeting of 14 November 1955, the Defense Colleges Selection Panel considered applications received for the Harvard Advanced Management Program and the Armed Forces Staff College. Full membership was present and included:

Matthew Baird, Director of Training  
Harrison Reynolds, Director of Personnel  
[ ] representing the Deputy Director (Plans)  
[ ] representing the Deputy Director  
(Intelligence)

2. As a result of these considerations, the panel unanimously:

25X1A9A a. Nominates [ ] as an applicant for the 29th Session of the Advanced Management Program to be conducted at Harvard University, 22 February - 18 May 1956.

25X1A9A b. Recommends that some other means of rewarding [ ] be devised by the Career Council or appropriate Career Board.

25X1A9A

25X1A9A c. Nominates [ ] as the Agency representative for the Armed Forces Staff College class beginning 6 February 1956.

3. The original applications, with supporting data, are attached. It is requested that these be returned to OTR when they have served the purpose of the Career Council. Twenty sets of qualifications briefs on the three candidates have been submitted to you earlier.

4. For your information, all supporting papers for the Harvard Session (two letters of recommendation, company application, personal application and photographs) must reach the University by 1 December 1955.

DOCUMENT NO.  
NO CHANGE IN CLASS:   
 DECLASSIFIED  
CLASS. CHANGED TO: TS S C  
NEXT REVIEW DATE: 20/11/81  
AUTH: NR 10-2  
DATE: 19/06/81 REVIEWER: [ ]

/s/

MATTHEW BAIRD

25X1

Approved For Release 2003/01/27 : CIA-RDP80-01826R000700090009-1

Next 4 Page(s) In Document Exempt

Approved For Release 2003/01/27 : CIA-RDP80-01826R000700090009-1

TO: Chairman, CIA Career Council

DATE: 7 November 1955

FROM: Head of Logistics Career Service

SUBJECT: Application for Membership in the Career Staff of the Central Intelligence Agency

1. As a preliminary to submitting an application for membership in the Career Staff of the Agency, an employee must formally consent to assume an obligation to serve anywhere and at anytime and for any kind of duty as determined by the needs of the Agency with the understanding that this obligation will not be imposed without full consideration being given to any particular capabilities, interests or personal circumstances presented by the employee. The logistics Career Board and I myself are in full accord with this policy.

2. However, it is felt that initial entry into the Career Staff is an event of great importance both to the employee and the Agency and that unless at the time of entry an employee cannot fully agree to assume an obligation to serve anywhere and at anytime and for any kind of duty he should be placed in a Type B category until such date as any self-imposed limitations, restrictions or qualifications are fully removed.

3. After considered deliberation the Logistics Career Board at its 40th meeting held on 3 November 1955 recommended adoption of a policy that unless an employee will agree to assume an obligation to serve anywhere and at anytime and for any kind of duty without reservation, it will be recommended to the Executive Director of the CIA Selection Board that such employee be placed in a Type B category until such time as any self-imposed limitations have been removed. In addition, the Logistics Career Board recommended that this policy be adopted for Agency-wide application.

4. I am in full accord with the recommendations made by the Logistics Career Board and have directed that it be implemented as a policy to be applied in the Logistics Career Service as an interim policy until such time as it receives the sanction or disapproval of the CIA Career Council.

25X1

DOCUMENT NO.	NO EXEMPT IN CLASS: <input type="checkbox"/>
CLASSIFIED	
SPECIAL CHARGES TO: TS S C	
NEXT REVIEW DATE:	
AUTH: DS 12-2	
DATE: 19/06/01 REVIEWER: [REDACTED]	

S-M-C-R-E-T

*(S-E-C-R-E-T)*

SUBJECT: Application for Membership in the Career Staff of the Central Intelligence Agency

5. Accordingly, it is recommended that this policy be given the sanction of the CIA Career Council and that it be adopted and published in the form of an Agency Notice for Agency-wide distribution and application.

/s/

JAMES A. GARRISON

CONCURRENCE:

25X1A9A

/s/   
Chairman, Logistics Career Board

7 November 1955  
Date

-2-

*(S-E-C-R-E-T)*